



Rockland Manufacturing Co.

P.O. Box 5
 152 Weber Lane
 Bedford, PA 15522
 Phone: (814) 623-1115

EMPLOYMENT APPLICATION Rockland Manufacturing Company is an equal opportunity employer. All decisions concerning personnel activities will be consistent with our written Affirmative Action Compliance Program. We do not discriminate based on race, religion, color, national origin, gender, age, marital status, sexual orientation, citizenship status, veteran status, or disability in which a person is able to perform the essential functions of the job. This policy gives everyone the opportunity to progress at Rockland according to personal skills and ability

Applicant Information											
Full Name						Date:					
<i>Last</i>				<i>First</i>		<i>M.I.</i>					
Address:											
Street Address						Apartment/Unit #					
City						State			ZIP Code		
Phone:		E-mail Address:			Cell:						
Date Available:				Desired Salary:				\$			
Position Applied for:				SS #							
Are you a citizen of the United States?				YES	NO	If no, are you authorized to work in the U.S.?				YES	NO
				<input type="checkbox"/>	<input type="checkbox"/>					<input type="checkbox"/>	<input type="checkbox"/>
Have you ever worked for this company?				YES	NO	If yes, when?					
				<input type="checkbox"/>	<input type="checkbox"/>						
Have you ever been convicted or pled guilty to a misdemeanor or felony?				YES	NO						
				<input type="checkbox"/>	<input type="checkbox"/>						
If yes, explain:											
What special training or skills do you have?											
Education											
High School:				Address:							
From:		To:		Did you graduate?		YES	NO	Degree:			
						<input type="checkbox"/>	<input type="checkbox"/>				
College:				Address:							
From:		To:		Did you graduate?		YES	NO	Degree:			
						<input type="checkbox"/>	<input type="checkbox"/>				
Other:				Address:							
From:		To:		Did you graduate?		YES	NO	Degree:			
						<input type="checkbox"/>	<input type="checkbox"/>				
State names of relatives and friends working for us, other than your spouse.											

References									
<i>Please list three professional references.</i>									
Full Name:			Relationship:						
Company:					Phone:				
Address:									
Full Name:			Relationship:						
Company:					Phone:				
Address:									
Full Name:			Relationship:						
Company:					Phone:				
Address:									
Employment History (starting with most current)									
Company:					Phone:				
Address:					Supervisor:				
Job Title:			Starting Salary:		\$	Ending Salary:		\$	
Responsibilities:									
From:		To:		Reason for Leaving:					
May we contact your previous supervisor for a reference?				YES	NO				
				<input type="checkbox"/>	<input type="checkbox"/>				
Company:					Phone:				
Address:					Supervisor:				
Job Title:			Starting Salary:		\$	Ending Salary:		\$	
Responsibilities:									
From:		To:		Reason for Leaving:					
May we contact your previous supervisor for a reference?				YES	NO				
				<input type="checkbox"/>	<input type="checkbox"/>				
Company:					Phone:				
Address:					Supervisor:				
Job Title:			Starting Salary:		\$	Ending Salary:		\$	
Responsibilities:									
From:		To:		Reason for Leaving:					
May we contact you previous supervisor for a reference?				YES	NO				
				<input type="checkbox"/>	<input type="checkbox"/>				

Military Service					
Branch:		From:		To:	
Rank of Discharge:		Type of Discharge:			
If other than honorable, explain:					
Disclaimer and signature					
<p>I certify that my answers are true and complete to the best of my knowledge. If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.</p> <p>Any offer of employment is contingent upon satisfactory results of a pre-employment drug screen and criminal background check.</p>					
Signature:		Date:			



Rockland Manufacturing Company is an Equal Opportunity Employer. As required by law, we must record certain information to be made a part of our Affirmative Action Program.

Applicants for employment are also invited to participate in the Affirmative Action Program by reporting their status as disabled, disabled veteran, veteran of the Vietnam era or other minority. In extending this invitation you are also advised that: (a) workers (applicants) are under no obligation to respond, but may do so in the future if they choose; (b) responses will remain confidential within the Human Resources Department; and (c) responses will be used only for the necessary information to include in our Affirmative Action Program. We are a company that values diversity. We actively encourage women and minorities to apply. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment.

Please complete the information requested below. Thank you for your cooperation.

Section 1: General Applicant Information

Name:		Date:	
Position Applied For:			

Section 2: Please check (4) all that apply (See reverse for definitions)

Race or Ethnic Identity		Gender	**Veteran Status	
<input type="checkbox"/>	Hispanic or Latino	<input type="checkbox"/> Male	<input type="checkbox"/>	Vietnam Era Veteran
<input type="checkbox"/>	White	<input type="checkbox"/> Female	<input type="checkbox"/>	Special Disabled Veteran
<input type="checkbox"/>	Black or African American		<input type="checkbox"/>	Other Protected Veteran
<input type="checkbox"/>	Native Hawaiian or Pacific Islander		<input type="checkbox"/>	Recently Separated Veteran
<input type="checkbox"/>	Asian		<input type="checkbox"/>	Armed Forces Service Medal Veterans
<input type="checkbox"/>	American Indian or Alaskan Native		** Other	
<input type="checkbox"/>	Two or More Races	<input type="checkbox"/>	Individual with Disabilities	
<input type="checkbox"/>	I do not wish to Self-Identify			
Signature: _____				
How did you hear of our opening? _____				
<input type="checkbox"/>	Current Employee	<input type="checkbox"/>	Newspaper Ad	<input type="checkbox"/> Recruiter Other: Explain Below
<i>For Human Resources Only:</i>		<i>Requisition #</i>		<i>Job Group</i>

EEOC RACE/ETHNIC IDENTIFICATION CATEGORIES

Hispanic or Latino

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White (Not Hispanic or Latino)

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African American (Not Hispanic or Latino)

A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)

A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Asian (Not Hispanic or Latino)

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

American Indian or Alaska Native (Not Hispanic or Latino)

A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

Two or More Races (Not Hispanic or Latino)

All persons who identify with more than one of the above five races.

Individual with Disabilities

Defined as a person who (1) has a physical or mental impairment which substantially limits one or more of his or her major life activity(s), (2) has a record of such impairment(s), or (3) is regarded as having such impairment(s). For purposes of this definition, an individual with disability(s) is substantially limited if he or she is likely to experience difficulty in securing, retaining, or advancing in employment because of the disability(s).

Veteran of the Vietnam-Era

Means a person who: (i) served on active duty in the U.S. military, ground, naval or air service for a period of more than 180 days, and who was discharged or released there from with other than a dishonorable discharge, if any part of such active duty was performed: (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in all other cases; or (ii) was discharged or released from active duty in the U.S. military, ground, naval or air service for a service connected disability if any part of such active duty was performed (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in any other location.

Special Disabled Veteran

Means (i) a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans' Affairs for a disability (A) rated at 30 percent or more, or (B) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 38 U.S.C. 3106 to have a serious employment handicap or (ii) a person who was discharged or released from active duty because of a service connected disability.

Other Protected Veteran

Includes any veteran who served on active duty in the U.S. military, ground, naval or air service in a war, campaign or expedition in which a campaign badge has been authorized under laws administered by the Department of Defense.

Recently Separated Veteran

Any veteran who served on active duty in the U.S. military, ground, naval or air service during the one year period beginning on the date of such veteran's discharge or release from active duty.

Armed Forces Service Medal Veteran

Includes any veteran who, while serving on active duty in the Armed Forces, participated in a United States military operation for which a service medal was awarded pursuant to Executive Order 12985.